

**From:** "Smith, Alexandria" <Alex.Smith@memphistn.gov>  
**To:** "William L. Gibbons (wgibbons)" <wgibbons@memphis.edu>  
**CC:** lrussell@memphiscrime.org  
**Date:** 10/24/2018 10:42:31 AM  
**Subject:** RE: Just the facts  
**Attachments:** Q2 FY19 MPD R and R Update\_final\_10\_24.pdf  
Q2 FY19 MPD R and R Update\_final\_10\_24.pptx

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Attached are the finals based on the latest numbers I received from MPD. My edits to the statement are below.

Alex Smith  
Chief Human Resources Officer  
City of Memphis  
alex.smith@memphistn.gov  
125 N. Main Street, Room 406 Memphis, TN 38103-2017  
mobile: 901-395-9378 office: 901-576-6403 fax: 901-576-6482

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From: William L. Gibbons (wgibbons) <wgibbons@memphis.edu>  
Sent: Wednesday, October 24, 2018 9:27 AM  
To: Smith, Alexandria <Alex.Smith@memphistn.gov>  
Cc: lrussell@memphiscrime.org  
Subject: Re: Just the facts

Do the three paragraphs below remain correct?

Bill Gibbons  
Executive Director  
Public Safety Institute

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The University of Memphis  
317 Robison Hall  
Memphis, TN 48152

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901.355.4043 | [memphis.edu/psi/](http://memphis.edu/psi/)

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On Oct 23, 2018, at 11:02 AM, Smith, Alexandria <[Alex.Smith@memphistn.gov](mailto:Alex.Smith@memphistn.gov)> wrote:

It looks correct, but I am adding Kyle to double check the numbers from 2012.

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: William L. Gibbons ([wgibbons](#))  
Sent: 10/23/2018 8:58 AM  
To: [Smith, Alexandria](#)  
Cc: [btaylor@memphistomorrow.org](#); Ben C. Adams; Linda Russell; Madden, Ursula  
Subject: Just the facts

Alex,

We want to be accurate in what we put out. (No fake news !). Are the following three paragraphs accurate:

From 2012 through 2017, The Memphis Police Department (MPD) suffered a net loss of officers every year, with the total net loss amounting to over 20 percent of officers. (In 2014 and 2015, */AS/*only 146 new police recruits were hired.) Losses occurred due a combination of retirements and resignations, with resignations outnumbering retirements in 2013, 2014, and 2015.

This year, the City of Memphis appears on the verge of having a net increase in MPD officers for the first time since 2011. At the end of 2017, MPD had 1959 officers on the payroll. As of October 15 of this year, the number stood at 2003 officers, with a total of 38 new recruits expected to graduate in December. While some additional retirements and resignations will occur this year, MPD appears poised for over 2000 officers by the end of 2018.

In an unprecedented show of support for enhanced public safety, private sector entities stepped forward in 2017 and committed \$6.1 million in private funds to help the city recruit and retain more MPD officers. With the help of these funds, in 2017, 89 percent of eligible officers (those with 3 - 11 years of service) signed up for retention bonuses payable in installments over four years in return for a commitment to remain with MPD for at least that four-year period. As of October 15, 96 percent of those officers have remained with MPD and continue to be eligible for bonus payments.

[Note: I've tried to keep this as simple as possible - avoiding such words as "attrition" and not getting into the status of PSTs. (Just too much.) We do plan to attach your full report to the media release.

Finally, we have a proposed quote from you. Let me know if this works or any changes you want to make:

"We still have a way to go to reach our goal, but I'm encouraged by our progress," said City of Memphis Chief Human Resources Officer Alex Smith. "We extend our thanks to representatives of the private sector who are supporting our work. I don't think you can find another major city in America where private sector leaders have stepped forward to help make their city safer in such a direct, tangible way."

Thanks for everything, Alex.

**Bill Gibbons**  
Executive Director  
Public Safety Institute

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